

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-295089

Date Filed

5-2-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

F5, Inc.

b. Telephone No.

(b) (6), (b) (7)(C)

c. Certificate No.

(b) (6), (b) (7)(C)

f. Fax No.

(206) 272-5556

d. Address (Street, city, state, and ZIP code)

801 5th Ave S
Seattle WA 98104

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@f5.com

h. Number of workers employed

6500 global, 2500 Seattle

i. Type of Establishment (factory, mine, wholesaler, etc.)

Technology office

j. Identify principal product or service

Computer software

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2022 I was made aware of official disciplinary action by my employer against me. I believe this action was made in retaliation for my participation in a protected concerted activity on or about (b) (6), (b) (7)(C), 2022.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

4c. Certificate No.

(b) (6), (b) (7)(C)

4d. Fax No.

(b) (6), (b) (7)(C)

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C), Individual

(signature of representative or person making charge)

(Print/type name and title or office if any)

Telephone No.

(b) (6), (b) (7)(C)

Office, if any, Certificate No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

e-mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Date

2022-05-01

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295089	Date Filed 5/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer F5, Inc.	b. Tel. No. (b) (6), (b) (7)(C) c. Cell No. (b) (6), (b) (7)(C) f. Fax No. (206) 272-5556 g. e-mail (b) (6), (b) (7)(C)@f5.com h. Number of workers employed
d. Address (Street, city, state, and ZIP code) 801 5th Ave. S. Seattle, WA 98104	e. Employer Representative (b) (6), (b) (7)(C) i. Type of Establishment (factory, mine, wholesaler, etc.) Technology Office j. Identify principal product or service Computer Software
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On about (b) (6), (b) (7)(C) and (b) (6), 2022, the above-named Employer issued discipline to its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) engaging protected concerted activities and/or instructed (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) could not engaged in protected concerted activities and/or said (b) (6), (b) (7)(C) job was at risk because (b) (6), (b) (7)(C) engaged in protected concerted activities.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. (b) (6), (b) (7)(C) 4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C), Individual (signature of representative or person making charge) (Print/type name and title or office, if any) Address (b) (6), (b) (7)(C) Date	
Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) e-mail (b) (6), (b) (7)(C)	

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PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295096Date Filed
5/2/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer NavigatorSRVS, Inc. (NavigatorCRE)		b. Tel. No. (866) 449-6284
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 500 Union St Suite 520 WA Seattle 98101	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail info@navigatorcre.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Real Estate Operations	j. Identify principal product or service software	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 05/02/2022 03:54:27 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

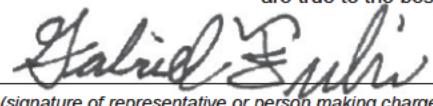
Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295181	Date Filed 5/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six months, and specifically on or around May 3, 2022, Starbucks through its CEO Howard Schultz violated the Act by stating that unionization would be an act of futility.	
Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, and because of Schultz's propensity for making statements that violate the Act, relief under Section 10(j) is requested.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle, WA 98119</u>	Gabe Frumkin, Attorney (Print/type name and title or office, if any) Date <u>05/04/2022</u>
	Tel. No. (206) 257-6012
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295181	Date Filed 6/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and specifically on or around May 3, 2022, Starbucks through its CEO Howard Schultz violated the Act by stating that unionization would be an act of futility, by making a threat to treat employees at stores where employees are unionizing unfavorably, and by promising benefits to employees who abstain from unionizing.

Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, and because of Schultz's propensity for making statements that violate the Act, relief under Section 10(j) is requested.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

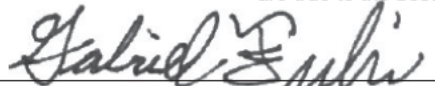
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 0/09/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com

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PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-295191

Date Filed

5/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Allied Universal		b. Tel. No. 206-448-4040
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 801 S. Fidalgo St., Ste. 200 Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@AUS.com
		h. Number of workers employed 2000
i. Type of Establishment (factory, mine, wholesaler, etc.) Security contractor	j. Identify principal product or service Security	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

Employer AUS has, within the last six months, violated the act by refusing to acknowledge that (b) (6), (b) (7)(C) is elig ble to be a member of SEIU6, as well as failing to respond in a timely manner, and refusing to meet regarding a grievance filed on (b) (6) behalf.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) - SEIU6 Property Services NW

4a. Address (Street and number, city, state, and ZIP code) 3720 Airport Way S Seattle, WA 98134	4b. Tel. No. 206-448-7348
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@seiu6.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Signature) (Charge)

(Print/type name and title or office, if any)

3720 Airport Way S., Seattle, WA 98134

Address

Date 5/3/2022

Tel. No.

206-448-7348

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)@seiu6.org

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-295259

Date Filed

5/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Connections Education LLC d/b/a Washington Connections Academy	b. Tel. No. 360-338-6340
	c. Cell No. 360-338-6340
	f. Fax No. 360-628-8808
c. Address (Street, city, state, and ZIP code) 111 Tumwater Blvd. SE, Suite B203 Tumwater WA 98501	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@waca.connectionsacademy.org
	h. Number of workers employed Approximately 104

i. Type of Establishment (factory, mine, wholesaler, etc.) Online K-12 Education Provider	j. Identify principal product or service K-12 Education
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The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the employer has interfered with the exercise of employees' Section 7 rights by informing employees that it will not be sending out employment renewal letters as it has always done at this time in previous years because of SEIU Local 925's organizing. The employer has instructed its supervisors to make this statement in one-and-one meetings with employees, noting that it did not want to explain in an email that the lack of renewals was "because of the union".

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 925

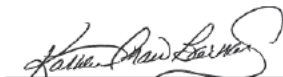
4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34 th St. Suite 100 Seattle WA 98103	4b. Tel. No. (206) 322-3010
	4c. Cell No. (253) 297-9149
	4d. Fax No. (206) 547-5581
	4e. e-mail sbright@seiu925.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Kathy Barnard

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 05/04/2022

Tel. No. (206) 257-6002
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail barnard@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-295262

Date Filed
5/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer USPS		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7241 185th Ave. NE Redmond, WA 98052	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) mailing, processing and delivery	j. Identify principal product or service US Mail, parcel	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months, Redmond Employees were not permitted to take their 15 minute break after working 2 hours. Employees were working from 4:00 am - 9:45 am without a rest break.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Greater Seattle Area Local - American Postal Workers Union Local 28

4a. Address (Street and number, city, state, and ZIP code) PO Box 48148 Burien, WA 98148	4b. Tel. No.
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

APWU, AFL-CIO

6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements
of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

PO Box 48148 Burien, WA 98148

Address

Date 5/4/2022

Tel. No.
206-241-6038Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
206-241-7939e-mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

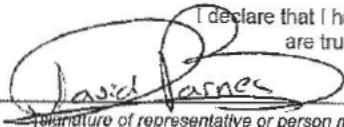
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295290	Date Filed 5/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer St. Michael Medical Center (Virginia Mason Franciscan Health)	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1800 Northwest Myhre Road Silverdale, WA 98383	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@chifranciscan.org
	h. Number of workers employed 650
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center	j. Identify principal product or service Healthcare
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six months, the above named Employer interfered with, restrained, and coerced employees in the exercise of rights guaranteed by Section 7 of the act by demanding that employees cease distributing pro-union information on the threat of discipline.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 3000	
4a. Address (Street and number, city, state, and ZIP code) 5030 First Avenue South, Suite 200 Seattle, WA 98134	4b. Tel. No.
	4c. Cell No. (253) 249-8859
	4d. Fax No. (206) 436-6700
	4e. e-mail dbarnes@ufcw21.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 _____ (Signature of representative or person making charge)	David Barnes, Bargaining Director _____ (Print/type name and title or office, if any)
Address <u>5030 First Avenue South, Suite 200 Seattle, WA 98134</u> Date <u>05/02/2022</u>	
Tel. No.	
Office, if any, Cell No. (253) 249-8859	
Fax No. (206) 436-6700	
e-mail dbarnes@ufcw21.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-295355	5/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CalPortland		b. Tel. No. (206) 764-3000 (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 4002 W. Marginal Way SW Seattle, WA 98106	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @calportland.com
		h. Number of workers employed Approx. 6
i. Type of Establishment (factory, mine, wholesaler, etc.) Aggregate yard - gravel	j. Identify principal product or service Construction	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the Employer has violated the Act by, among other things, retaliating against employees who were on strike after they returned to work by subjecting the employees to increased and intrusive random drug and alcohol tests. The increased testing is a marked deviation from the conditions of work that employees experienced before participating in the strike.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

General Teamsters Local Union 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave. S, Suite 303 Tukwila, WA 98168	4b. Tel. No. (206) 441-6060
	4c. Cell No.
	4d. Fax No. (206) 441-4853
	4e. e-mail Local174@teamsterslocal174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.


(signature of representative or person making charge)

Gabe Frumkin, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 05/06/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No. 206-378-4132

e-mail
Frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295396	Date Filed 5/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has posted identical letters at each store in the Pacific Northwest that has filed to unionize. In the letter, the Employer expressly or impliedly threatened employees or suggested it was futile to unionize, by telling employees that bargaining for a labor agreement with the Union will take a year or longer, stated that a labor agreement may not even be reached, and that wages, pay, hours, and/or other terms and conditions of employment would be "frozen" during such protracted bargaining for a labor agreement. Further, in the same posting, the Employer directly and/or impliedly threatened employees by suggesting that unless they vote "no" for representation by the Union, employees would no longer be able to have a "direct relationship" with the Employer's District Manager for the involved store.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP

18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 05/06/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

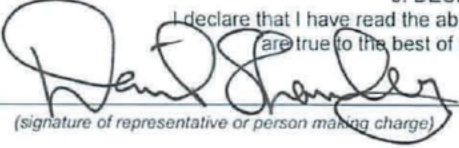
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295426	Date Filed 5/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Dawson Construction, LLC	b. Tel. No. (206) 623-5155
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax. No. (206) 374-2143
d. Address (Street, city, state, and ZIP code) 405 32nd St. Bellingham, WA 98225	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @braunconsulting.com
	h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	j. Identify principal product or service Construction
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, Dawson Construction, LLC, has acted in bad faith, specifically in refusing to respond to requests for information during negotiations with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Pacific Northwest Regional Council of Carpenters ("PNWRC")	
4a. Address (Street and number, city, state, and ZIP code) 25120 Pacific Hwy S, Ste. 200, Kent, WA 98032	4b. Tel. No. (253) 945-8800
	4c. Cell No.
	4d. Fax No. (253) 839-4908
	4e. e-mail pnwrc@nwcarpenters.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Brotherhood of Carpenters and Joiners of America	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Daniel M. Shanley, Attorney (Print/type name and title or office, if any)
SHANLEY, APC, Address 533 S. Fremont Ave., 9th Floor, Los Angeles, CA 90071	Tel. No. (213) 488-4100
Date May 6, 2022	Office, if any, Cell No. (702) 232-1555
	Fax No. (213) 488-4180
	e-mail Dshanley@shanleyapc.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295431Date Filed
5/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Public School Employees of Washington/SEIU Local 1948 (PSE)		b. Tel. No. 253.876.7446
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 602 W Main St., Auburn, WA 98001	e. Employer Representative Elyse Maffeo General Counsel	g. e-mail emaffeo@pseofwa.org
		h. Number of workers employed 53
i. Type of Establishment (factory, mine, wholesaler, etc.) Labor Union	j. Identify principal product or service Contract enforcement and bargaining	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the last six months, the employer has failed and refused to bargain in good faith by refusing to provide information to the charging party that is relevant and necessary for the charging party to fulfill its statutory duty to fairly represent bargaining unit employees. Specifically, the employer refused to provide information related to new training it unilaterally imposed on an employee as a condition of employment.

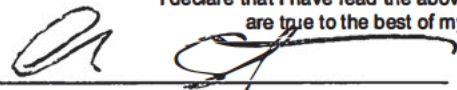
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Public School Employees Staff Organization (PSESO)

4a. Address (Street and number, city, state, and ZIP code) Attn: Kris Mott PSESO 33530 1st Way S, Suite 102 Federal Way, WA 98003	4b. Tel. No.
	4c. Cell No. (253) 961-1887
	4d. Fax No.
	4e. e-mail paintermott@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
NA

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Aaron Streepy, attorney

(Print/type name and title or office, if any)

Tel. No. (253) 528-0277
Office, if any, Cell No.
Fax No.
e-mail aaron@mcguinnessstreepy.com

Address 4218 227th Ave Ct East, Buckley, WA 98321

Date 5-6-22

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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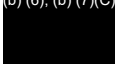

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295439Date Filed
5/9/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 360 Sheet Metal Products		b. Tel. No. (360) 750-8558
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2400 NE 65th Ave. A WA Vancouver 98661	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail  @360sheetmetal.com
		h. Number of workers employed 15
		i. Type of Establishment (factory, mine, wholesaler, etc.) Others
j. Identify principal product or service Sheet metal fabricator		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Brian Noble

International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 16

4a. Address (Street and number, city, state, and ZIP code) 2379 NE 178th Ave. Suite 16 OR Portland 97230	4b. Tel. No. (503) 254-0123
	4c. Cell No.
	4d. Fax No.
	4e. e-mail bnoble@smw16.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Daniel Hutzenbiler
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1635 NW Johnson St

Address Portland OR 97209

Date 05/09/2022 01:36:36 PM

Tel. No.
(503) 226-6111

Office, if any, Cell No.

Fax No.

e-mail
dhutzenbiler@mbjlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Installation of video cameras in/around the shop.	04/14/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-295439	9/19/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 360 Sheet Metal Products		b. Tel. No. (360)750-8558
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 2400 NE 65th Avenue, Suite A, Vancouver, WA 98661	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@360sheetmetal.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturing	j. Identify Principal Product or Service Sheetmetal	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about April 14, 2022, the Employer failed and refused to bargain in good faith with the Union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment. Specifically, the Employer installed video cameras around the facility. On or about April 14, 2022, the Employer installed video cameras in response to union activities in order to discourage such activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 16

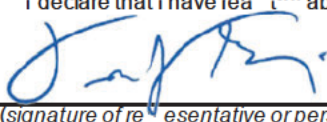
4a. Address (Street and number, city, state, and ZIP code) 2379 NE 178th Avenue, Suite 16, Portland, OR 97230	4b. Tel. No. (503)254-0123
	4c. Cell No. (541)953-2698
	4d. Fax No. (503)254-0157
	4e. e-mail bnooble@smw16.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Association of Sheet Metal, Air, Rail, and Transportation Workers

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Daniel Hutzenbiler, Attorney

(Print/type name and title or office, if any)

Address: 1635 NW Johnson St., Portland, OR 97209

Date: 09/19/2022

Tel. No.

(503) 226-611

Office, if any, Cell No.

Fax No.
(503) 226-6121e-mail
dhutzenbiler@mbjlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295495Date Filed
5/9/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Regional Glass		b. Tel. No. (253) 737-4730
		c. Cell No.
		f. Fax. No. (253) 737-5735
d. Address (Street, city, state, and ZIP code) 1725 Garrett Street Suite 2 WA Enumclaw 98022	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@regionalglassnw.com
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Glazing	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Lisa DeRosia
Glaziers, Architectural Metal and Glassworkers, Local 188

4a. Address (Street and number, city, state, and ZIP code)

6770 E. Marginal Way S Bldg. E-321
WA Seattle 98108

4b. Tel. No.

(206) 441-5554

4c. Cell No.

4d. Fax No.

4e. e-mail

lisad@iupatdc5.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Daniel Hutzenbiler
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1635 NW Johnson St

Address Portland OR 97209

Date 05/09/2022 01:10:16 PM

Tel. No.

(503) 226-6111

Office, if any, Cell No.

Fax No.

e-mail

dhutzenbiler@mbjlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295580Date Filed
5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Centerline Logistics Corporation		b. Tel. No. 206-628-0051
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 910 Spokane St. Seattle, WA 98134	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed approx. 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Maritime Company	j. Identify principal product or service Maritime petroleum transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has violated the Act by filing a lawsuit against the IBU and one of its members that is objectively baseless, brought for unlawful purposes, and preempted by the NLRA in whole or part. See *Centerline Logistics Corp. & Westoil Marine Services, Inc. v. Inlandboatmen's Union of the Pacific & Cris Sogliuzzo*, No. 21-LBCV-00633 (Cal. Super., County of Los Angeles). The lawsuit seeks to hold an employee and (b) (6) union liable for the employee's protected, concerted activity related to communications made to a governmental authority and in circulating handbills describing, in substantial part, prior ULP charges the IBU filed against the employer, regarding which the Region has previously issued a complaint. The lawsuit was intended to, and in fact has had, the tendency to interfere with the free exercise of employees' Section 7 rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Inlandboatmen's Union of the Pacific

4a. Address (Street and number, city, state, and ZIP code) 171 W. Nickerson St. #D Seattle, WA 98119	4b. Tel. No. 310-521-9003
	4c. Cell No.
	4d. Fax No. 310-521-9094
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Longshore and Warehouse Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Darin M. Dalmat, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 05/10/2022

Tel. No. 206-257-6028
Office, if any, Cell No.
Fax No. 206-378-4132
e-mail Dalmat@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-295585

Date Filed

5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Westlake Chemical		b. Tel. No. 360-577-5580
		(b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3541 Industrial Way Longview, WA 98632	e. Employer Representative (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @westlake.com
		h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) Chemical Manufacturer	j. Identify principal product or service Chlorine, Causti	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and all others that may apply of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2022, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) began an investigation into 2 (b) (6), (b) (7)(C) regarding a rail yard incident by placing both (b) (6), (b) (7)(C) on paid suspension, among other things, which has never been practice. During this time both (b) (6), (b) (7)(C) were brought in for questioning on 3 different occasions over approximately 40 days straight of suspension and asked the same questions each time. The company has never practiced such in depth investigating into any of the many rail car incidents at the plant. (b) (6), (b) (7)(C) has requested on 3 different occasions all rail car incidents in the plant/disciplinary files and rail mover mechanical failure, that may have subsequently proven disparage treatment, retaliation, and wrongful termination.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
International Chemical Workers Union Council Local 747c

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	(b) (6), (b) (7)(C)
	4d. Fax No.
	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Chemical Workers Union Council of the United Food and Commercial Workers

6. DECLARATION (b) (6), (b) (7)(C) the above charge and that the statements best of my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No.
		(b) (6), (b) (7)(C) ell No.
		Fax No.
Address (b) (6), (b) (7)(C) Date 05/10/2022		(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295596Date Filed
5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Westlake Chemical		b. Tel. No. 360-577-5580
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3541 Industrial Way Longview, WA 98632	e. Employer Representative (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@westlake.com
		h. Number of workers employed 35
i. Type of Establishment (factory, mine, wholesaler, etc.) Chemical Manufacturer	j. Identify principal product or service Chlorine, Caustic, HCL	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) and all others that may apply of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C), 2022, and continuing to date, Westlake Chemical has failed to bargain in good faith with ICWUC/ UFCW Local 747c, by among other things, failing to provide relevant information necessary for grievance processing concerning an ongoing investigation, and now termination of 2 ICWUC/ UFCW Local 747c (b) (6), (b) (7)(C). The first request by letter was made on (b) (6), (b) (7)(C) 22 by (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) of Westlake Chemical (no response), the second request was made (b) (6), (b) (7)(C) 22, partial information was given on (b) (6), (b) (7)(C) 22, and the third request was made (b) (6), (b) (7)(C) 22 (no response). Again, there was no response to the request, no remaining information was sent, or explanation for the missing information or delay was provided.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
International Chemical Workers Union Council Local 747c

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Chemical Workers Union Council of the United Food and Commercial Workers

6. DECLARATION

(b) (6), (b) (7)(C) I declare that the above charge and that the statements made are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

charge)

(Printtype name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date 05/10/2022

Tel. No. (b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295597Date Filed
5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Westlake Chemical		b. Tel. No. 360-577-5580
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 3541 Industrial Way Longview, WA 98632	e. Employer Representative (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@westlake.com
		h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) Chemical Manufacturing	j. Identify principal product or service Chlorine, Caustic, HCL production	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and all others that may apply of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about April 8th, 2022, Westlake Chemical and (b) (6), (b) (7)(C) failed to bargain in good faith with the International Chemical Workers Union Local 747c by refusing to bargain over changes to job duties, scheduling, manpower, among other things. The union sent a letter demanding to bargain over the proposed changes on 04/07/22 and followed up on 04/13/22 stating that the company cannot make changes until we have bargained, however the company unilaterally implemented, disregarding both notices from the union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
International Chemical Workers Union Council Local 747c

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Chemical Workers Council of the United Food and Commercial Workers

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements of my knowledge and belief.		Tel. No.
(b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)
(Print/type name and title or office, if any)		Fax No.
Address (b) (6), (b) (7)(C)	Date 05/10/2022	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

19-CA-295602

Date Filed

5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

LANXESS

b. Tel. No. (b) (6), (b) (7)(C)

c. Cell No. (b) (6), (b) (7)(C)

f. Fax No.

g. e-Mail

(b) (6), (b) (7)(C)@EmeraldMat

h. Number of workers employed
150

d. Address (Street, city, state, and ZIP code)

1296 3rd Street
Kalama, WA 98625

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)

Chemical Plant

j. Identify principal product or service

Production of Chemicals

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and all applicable sections _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer has failed to bargain in good faith with the Union by unilaterally modifying conditions of employment, without first bargaining with the Union. This was done by implementing a Covid-19 masking policy, refusing the Union's repeated request to bargain over the policy's impact on working conditions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

The International Chemical Workers Union Council/UFCW Local 747-C

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

The International Chemical Workers Union Council/UFCW

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

05/10/2022

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295640	Date Filed 5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com. Services LLC		b. Tel. No. (206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 440 Terry Avenue N. WA Seattle 98122	e. Employer Representative Andy Jassy, CEO	g. e-mail
		h. Number of workers employed 999999
		i. Type of Establishment (factory, mine, wholesaler, etc.) Others
j. Identify principal product or service Various services and products		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

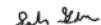
--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Seth Lewis Goldstein Esq.
Attorney

(Print/type name and title or office, if any)

217 Hadleigh Drive

Address Cherry Hill NJ 08003

Date 05/10/2022 01:24:04 PM

Tel. No.
(646) 460-1309Office, if any, Cell No.
(646) 460-1309

Fax No.

e-mail
sgold352002@icloud.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295671	Date Filed 5/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer City of Seattle Department of Transportation		b. Tel. No. (206) 684-7623
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) PO BOX 34996 WA Seattle 98124-4996	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@seattle.gov
		h. Number of workers employed 1000
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Government	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 05/11/2022 03:30:13 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-295796

Date Filed

5-13-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kaiser Permanente of Washington		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 5615 W Sunset Hwy Spokane, WA 99224	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@kp.org
		h. Number of workers employed 3,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the Employer engaged in bad faith bargaining and refusal to bargain with regard to retention bonuses. This is a topic which is not covered by the parties' collective bargaining agreements, because the need for retention bonuses did not exist at the time the CBAs were negotiated. The Employer initially agreed to bargain over this issue but after a few proposals were passed between the parties, the Employer unilaterally decided it would not bargain any more, and that it would not offer any retention bonuses.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code)

15 S Grady Way Suite 200
Renton, WA 98057

4b. Tel. No.

425-917-1199

4c. Cell No.

425-919-7271

4d. Fax No.

425-917-9707

4e. e-mail

laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No.

425-917-1199

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

425-917-9707

e-mail

(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 5/13/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-295796Date Filed
5/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kaiser Permanente of Washington		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 5615 W Sunset Hwy Spokane, WA 99224	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@kp.org
		h. Number of workers employed 3,000

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
---	---

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **(3) and (5)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the Employer engaged in bad faith bargaining and refusal to bargain with regard to retention bonuses. This is a topic which is not covered by the parties' collective bargaining agreements, because the need for retention bonuses did not exist at the time the CBAs were negotiated. The Employer initially agreed to bargain over this issue but after a few proposals were passed between the parties, the Employer unilaterally decided it would not bargain any more, and that it would not offer any retention bonuses. The Employer stated explicitly that it was walking away from bargaining due to union members' protected concerted activity of taking actions to express their desire for an agreement to be reached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.orgAddress **15 S Grady Way Suite 200 Renton, WA 98057** Date **5/24/2022****WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295850Date Filed
5/13/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has unilaterally changed the terms and conditions of employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts at non-unionized stores and has done so both to punish workers who have chosen to unionize and to deter others from making that same choice, thereby interfering with Union organizing efforts. The Union requests 10(j) relief.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP

18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 05/13/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-295850Date Filed
6/3/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
h. Number of workers employed Est. 160,000		
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has unlawfully tried to chill workers' organizing efforts and punish workers who vote to unionize by threatening to withhold the benefits of being able to work shifts at other stores ("borrow") if their store votes to unionize and disseminating misleading and false information that workers at unionized stores are not allowed to work at non-unionized stores.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United


4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 06/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-295884	5-13-2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Crunch Pak		b. Tel. No.
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 215 E 1st Ave, Selah, WA 98942	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) fruit processing	j. Identify Principal Product or Service fruit	

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the above-named Employer has interfered with employees' in the exercise of their Section 7 Rights by telling its employees they are not permitted to remain in the parking lot off work hours and threatening them with unspecified reprisal if they remain in the parking lot while off duty. The Employer promulgated this rule in response to employees' protected concerted and union activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.**4d. Fax No.****4e. e-mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.**Fax No.****e-mail**

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

Date:

5.13.22

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-295884	7/25/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Crunch Pak		b. Tel. No.	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code) 215 E 1st Ave, Selah, WA 98942		e. Employer Representative (b) (6), (b) (7)(C)	
		f. Fax No.	
		g. e-mail	
		h. Number of Workers Employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) fruit processing		j. Identify Principal Product or Service fruit	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the past 6 months, the above-named Employer has interfered with employees' in the exercise of their Section 7 Rights by telling its employees they are not permitted to remain in the parking lot off work hours and threatening them with unspecified reprisal if they remain in the parking lot while off duty. The Employer promulgated this rule in response to employees' protected concerted and union activities. Additionally, the Employer surveilled the protected activity of its employees.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be organization)			
6. DECLARATION		Tel. No.	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Office, if any, Cell No.	
(b) (6), (b) (7)(C)		Fax No.	
Address: (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Date: 07/25/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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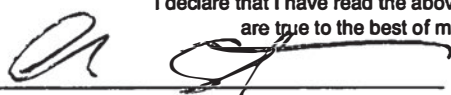
(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295886	Date Filed 5/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Public School Employees of Washington/SEIU Local 1948 (PSE)		b. Tel. No. 253.876.7446	
		c. Cell No. [REDACTED]	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 602 W Main St., Auburn, WA 98001		e. Employer Representative Elyse Maffeo General Counsel	
		g. e-mail emaffeo@pseofwa.org	
		h. Number of workers employed 53	
i. Type of Establishment (factory, mine, wholesaler, etc.) Labor Union		j. Identify principal product or service Contract enforcement and bargaining	
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>			
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the employer has failed and refused to bargain in good faith by refusing to bargain, refusing to meet at reasonable times and places, by prematurely declaring impasse, by unilaterally changing and unlawfully implementing terms and conditions of employment.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
Public School Employees Staff Organization (PSESO)			
4a. Address (Street and number, city, state, and ZIP code) Attn: Kris Mott PSESO 33530 1st Way S, Suite 102 Federal Way, WA 98003		4b. Tel. No.	
		4c. Cell No. (253) 961-1887	
		4d. Fax No.	
		4e. e-mail paintermott@gmail.com	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
NA			
<p align="center">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  (signature of representative or person making charge) </div> <div style="text-align: center;"> Aaron Streepy, attorney (Print/type name and title or office, if any) </div> </div>		Tel. No. (253) 528-0277	
		Office, if any, Cell No.	
		Fax No.	
		Address 4218 227th Ave Ct East, Buckley, WA 98321	
Date 5-13-22			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295887Date Filed
5-16-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Providence Sacred Heart Medical Center		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 101 W. 8th Avenue, Spokane WA 99204	e. Employer Representative	
	g. e-mail	
	h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I am writing regarding what I believe is a violation of my labor rights. I organized a group of (b) (6), (b) (7)(C) to bring in a union (UFCW-21) to represent our department. I (b) (6), (b) (7)(C) and when I returned I was fired for what I believe was retaliation for either my union organizing efforts, (b) (6), (b) (7)(C), or both. Providence states there was a policy violation related to my (b) (6), (b) (7)(C), yet it will not give me the policy it claims I violated even though I asked and even though the policies of my work-group allow me to do what Providence fired me for. The lack of a specific policy and the timing seem to be too coincidental and appear as an excuse to retaliate against me.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements of my knowledge and belief (b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

E-mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date 10 May 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151, et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE	
Case No. 19-CA-295887	Date Filed 5/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer: Providence Sacred Heart Medical Center	b. Tel. No. c. Cell No. f. Fax No. g. e-mail h. Number of workers employed
d. Address (Street, city, state, and ZIP code) 101 W. 8th Avenue, Spokane WA 99204	e. Employer Representative i. Number of workers employed
j. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	k. Identify principal product or service Healthcare
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) I am writing regarding what I believe is a violation of my labor rights. I organized a group of (b) (6), (b) (7)(C) to bring in a union (UFCW-21) to represent our department. I (b) (6), (b) (7)(C) and when I returned I was fired for what I believe was retaliation for either my union organizing efforts, (b) (6), (b) (7)(C) or both. Providence states there was a policy violation related to my (b) (6), (b) (7)(C) yet it will not give me the policy it claims I violated even though I asked and even though the policies of my work-group allow me to do what Providence fired me for. The lack of a specific policy and the timing seem to be too coincidental and appear as an excuse to retaliate against me.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
3a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	3b. Tel. No. (b) (6), (b) (7)(C) 3c. Cell No. (b) (6), (b) (7)(C) 3d. Fax No. 3e. e-mail: (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) of my knowledge and belief (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) Date 25 May 2022	
7. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Disclosure of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. This routine uses for the information are fully set forth in the Federal Register, 73 Fed. Reg. 74942-43 (Dec. 13, 2008). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296141	5/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 1stMile LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 8383 158th Ave NE, #100 WA Redmond 98052	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 13
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service customer support for tech product	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Katie Romich Organizer
CWA District 7

4a. Address (Street and number, city, state, and ZIP code) CWA District 7 CO Greenwood Village 80111	4b. Tel. No. (303) 770-2822
	4c. Cell No. (720) 469-0658
	4d. Fax No.
	4e. e-mail kromich@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Communications Workers of America, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Katie Romich
Organizer

(signature of representative or person making charge)

(Print/type name and title or office, if any)

CWA District 7

Address Greenwood Village CO 80111

Date 05/19/2022 04:28:01 PM

Tel. No.
(303) 770-2822Office, if any, Cell No.
(720) 469-0658

Fax No.

e-mail
kromich@cwa-union.orgWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Requiring people to return to work instead of WFH	06/01/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296258	5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, it took adverse action by reducing employee hours at store 11661 in the lead up to an election for representation.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)
Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Michael White, Attorney

(Print/type name and title or office, if any)

Date 05/23/2022

Tel. No. (206) 257-6032
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296261	Date Filed 5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, store 11661 management removed union communications in common areas not accessible to customers.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Michael White, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 05/23/2022

Tel. No. (206) 257-6032
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail white@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-296261

Date Filed

5-27-2022

INSTRUCTIONS:**AMENDED**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, store 116611 management threatened an employee with discipline for engaging in protected, concerted activity and removed union communications in common areas not accessible to customers.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Michael White, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 05/27/2022

Tel. No.
(206) 257-6032

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
white@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296261	Date Filed 9/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, store 116611 management threatened an employee with discipline for engaging in protected, concerted activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Marina Multhaup, Attorney (Print/type name and title or office, if any) Date 09/06/2022
	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296262	Date Filed 5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, it transferred work to other facilities when it trained new employees outside of store 11661.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Michael White, Attorney (Print/type name and title or office, if any)	
Date 05/23/2022	
Tel. No. (206) 257-6032	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail white@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-296266

Date Filed

5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 750
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, managers for stores within Starbucks's Region 1 started enforcing previously unenforced dress code rules at stores with an approaching representation election date. Starbucks's Region 1 covers stores in Washington, Oregon, Idaho, and Nevada.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St, Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Michael White, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 05/23/2022

Tel. No.
(206) 257-6032

Office, if any, Cell No.

Fax No. 206-378-4132

e-mail
white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296266	Date Filed 10/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 750
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, managers started enforcing previously unenforced dress code rules at stores with an approaching representation election date.


3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St, Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/11/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No. 206-378-4132

e-mail
multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

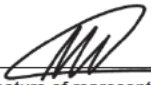
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296353	Date Filed 5/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 425 Pike St., Seattle, WA 98101	e. Employer Representative Howard Schultz, President and CEO
	g. e-mail
	h. Number of workers employed Approx. 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, it took adverse action by reducing employee hours and closing the store on weekends in the lead up to an election for representation. Additionally, the Employer has constructively discharged employees that only work weekends as a result of the weekend closures.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St, Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 40 Address Seattle, WA 98119	
Michael White, Attorney (Print/type name and title or office, if any)	
Tel. No. (206) 257-6032	
Office, if any, Cell No.	
Fax No. 206-378-4132	
e-mail white@workerlaw.com	
Date 05/24/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296353	Date Filed 6/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 425 Pike St., Seattle, WA 98101	e. Employer Representative Howard Schultz, President and CEO
	g. e-mail
	h. Number of workers employed Approx. 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, it took adverse action by reducing employee hours and closing the store on weekends in the lead up to an election for representation. Additionally, the Employer has constructively discharged employees that only work weekends as a result of the weekend closures.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St, Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  (signature of representative or person making charge) </div> <div style="width: 45%;"> Marina Multhaup, Attorney (Print/type name and title or office, if any) </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 40 Address Seattle, WA 98119 </div> <div style="width: 45%;"> Date 06/27/2022 </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Tel. No. (206) 257-6001 </div> <div style="width: 45%;"> Office, if any, Cell No. </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Fax No. 206-378-4132 </div> <div style="width: 45%;"> e-mail multhaup@workerlaw.com </div> </div>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296353	Date Filed 9/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 425 Pike St., Seattle, WA 98101	e. Employer Representative Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, it reduced store operating hours during the weekdays and closed the store on weekends in the lead up to an election for representation.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Workers United**

4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**Service Employees International Union****6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

**Marina Multhaup, Attorney**

(signature of representative or person making charge)

(Print/type name and title or office, if any)

**Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 40
Address Seattle, WA 98119**Date **09/06/2022**Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No. **206-378-4132**e-mail
multhaup@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-296356Date Filed
5/24/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
c. Address (Street, city, state, and ZIP code) 3625 Broadway A, Everett, WA 98201	e. Employer Representative Howard Schultz, President and CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, store 8740 management told employees that Starbucks would not agree to a contract with the union that provided store 8740 employees the same benefits that Starbucks is implementing for non-unionized stores.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)


Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575 9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

 declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Michael White, Attorney

(Print/type name and title or office, if any)

(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 5/24/2022

Tel. No.
(206) 257-6032

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
white@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296356	Date Filed 11/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, store 8740 management told employees that Starbucks would not agree to a contract with the union that provided store 8740 employees the same benefits that Starbucks is implementing for non-unionized stores. On various dates in February and/or March 2022, the Employer held captive audience meetings with individual employees during which management informed employees that if they were to unionize, they would miss out on pay raises, and could lose out on certain existing benefits, including college benefits, and the rights to allow partners at unionized stores "borrow" or pick-up shifts at non-union stores and have other employees "borrow" at their (unionized) store.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 </div> <div style="width: 45%;"> Marina Multhaup, Attorney (Print/type name and title or office, if any) Date 11/02/2022 </div> </div>	
Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296357	Date Filed 5/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
c. Address (Street, city, state, and ZIP code) 3625 Broadway A, Everett, WA 98201		e. Employer Representative Howard Schultz, President and CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed approx. 28	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, store 8740 management removed union communications in common areas not accessible to customers and removed union signs that were not on Starbucks property.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575 9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
 declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (signature of representative or person making charge)		6. DECLARATION	
		Tel. No. (206) 257-6032	
		Office, if any, Cell No.	
		Fax No. 206-378-4132	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Michael White, Attorney (Print/type name and title or office, if any)	
		e-mail white@workerlaw.com	
		Date 5/24/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296357	Date Filed 11/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212			
		c. Cell No.			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201		e. Employer Representative Howard Schultz, CEO			
				g. e-mail hschultz@starbucks.com	
				h. Number of workers employed approx. 29	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage			
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United					
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414			
		4c. Cell No.			
		4d. Fax No. (215) 575-9065			
		4e. e-mail rminter@pjbwu.org			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union					
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>  <p>(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119</p>		<p>Tel. No. (206) 257-6001</p> <p>Office, if any, Cell No.</p> <p>Fax No. (206) 378-4132</p> <p>e-mail multhaup@workerlaw.com</p>			
<p>Marina Multhaup, Attorney (Print/type name and title or office, if any)</p> <p>Date 11/03/2022</p>					

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Attachment

Within the last six (6) months, Starbucks has interfered with, restrained, and/or coerced employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) by:

- On about May 5, 2022, by (b) (6), (b) (7)(C) and again on about May 13, 2022, by (b) (6), (b) (7)(C) taking down pro-Union signs that employees had installed on a neighboring property (not on the Employer's property);
- In about mid-May 2022, by (b) (6), (b) (7)(C) informing employees in writing on the Store's whiteboard in the back of the house that they could no longer use that whiteboard to communicate with one another or to engage in "solicitation," in response to their union and/or protected, concerted activities using the whiteboard; and
- Since about May 2022, discriminatorily applying its Solicitation/Distribution policy by not permitting Union messages on the whiteboard and by discriminatorily removing pro-Union messages from the whiteboard while it has historically tolerated other non-work messages being posted on the whiteboard.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296358	Date Filed 5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1200 Westlake Ave N, Seattle, WA 98109	e. Employer Representative Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 22
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, store 2810 management enforced its dress code policy with anti-union animus by requiring workers to remove their t-shirts with union insignia while allowing exceptions from the dress code for other clothing with graphics.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St, Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Michael White, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 05/23/2022

Tel. No.
(206) 257-6032

Office, if any, Cell No.

Fax No. 206-378-4132

e-mail
white@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

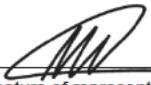
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296360	Date Filed 5/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 1200 Westlake Ave N, Seattle, WA 98109		e. Employer Representative Howard Schultz, President and CEO	
		h. Number of workers employed Approx. 22	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, store 2810 management removed union communications in common areas not accessible to customers.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St, Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (206) 257-6032	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Office, if any, Cell No.	
		Fax No. 206-378-4132	
		e-mail white@workerlaw.com	
Date 05/24/2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296424	Date Filed 5/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has refused to provide and/or improperly delayed providing information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer.

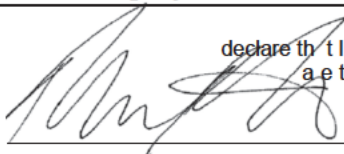
3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.
(signature of representative or person making charge)Marina Multhaup, Attorney
(Print/type name and title or office, if any)Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 5/24/2022

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case
19-CA-296424Date Filed
6/2/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has refused to provide and/or improperly delayed providing information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer. In addition, the Employer has not responded to the Union's request for bargaining dates making it impossible to begin bargaining a contract.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

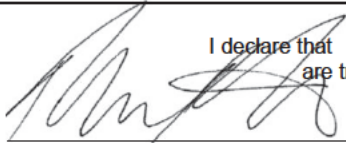
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 6/2/2022

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-296424Date Filed
6/7/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, at at least one of the Union-represented stores in the Pacific Northwest, the Employer has refused to provide and/or improperly delayed providing the information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer regarding that store's represented employees. In addition, the Employer has not responded to the Union's request for bargaining dates for at least fourteen other stores in the Pacific Northwest, making it impossible to begin bargaining a contract for the workers at each of those stores

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

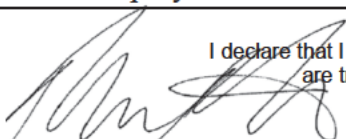
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 6/7/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**THIRD AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-296424Date Filed
6/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, at multiple Union-represented stores around the country, as part of a nationwide pattern and practice of refusing to bargain with workers who are represented by Workers United, the Employer has not responded to the Union's requests for bargaining dates and/or has failed to acknowledge the Union's demands to bargain, making it impossible to begin bargaining a contract for the workers at each of those stores. In addition, at multiple Union-represented stores around the country, the Employer has refused to provide and/or improperly delayed providing the information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer regarding that store's represented employees.

The Union requests 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 6/14/2022

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

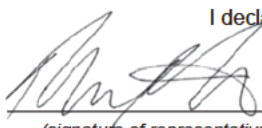
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FOURTH AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296424	Date Filed 8/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed Approx. 200	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachments A and B.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
<p align="center">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>  <p align="center">(signature of representative or person making charge)</p> <p align="center">Marina Multhaup, Attorney</p> <p align="center">(Print/type name and title or office, if any)</p> <p>Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle WA 98119</u></p>		Tel. No. (206) 257-6001	
		Office, if any, Cell No.	
		Fax No. (206) 378-4132	
		e-mail multhaup@workerlaw.com	
Date <u>8/12/2022</u>			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

1. Store #29259 located at 620 Northwest Hwy, Cary, IL 60013
2. Store #49134 located at 4712 Cedar Ave, Minneapolis MN 55407
3. Store #65228 located at 300 Snelling Ave Suite C, Saint Paul MN 55105
4. Store #08964 located at 1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
5. Store #07853 located at 800 A Denow Rd, Pennington, NJ 08534
6. Store #48809 located at 2 Beechwood Rd, Summit, NJ 07901
7. Store #07665 located at 4770 Transit Rd, Depew, NY 14043
8. Store #47843 located at 3186 Sheridan Dr, Amherst, NY 14226
9. Store #47906 located at 61 9th Ave, New York, NY 10011
10. Store #10395 located at 130 E Seneca St, Ithaca, NY 14850
11. Store #11932 located at 402 College Ave Suite 402, Ithaca, NY 14850
12. Store #65187 located at 722 South Meadow Street, Ithaca NY 14850
13. Store #00825 located at 13-25 Astor Pl, New York, NY 10003
14. Store #23267 located at 8973 Bay Pkwy, Brooklyn, NY 11214
15. Store #07307 located at 4301 Merrick Rd, Massapequa, NY 11758
16. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
17. Store #22591 located at 1395 University St, Eugene, OR 97403
18. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
19. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
20. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
21. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
22. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
23. Store #00469 located at 555 Oak St., Portland, OR 97204
24. Store #50363 located at 525 Grand Ave Portland, OR 97232
25. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
26. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
27. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
28. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
29. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
30. Store #07749 located at 4765 Liberty Avenue Pittsburgh, PA 15224
31. Store #09780 located at 116 Merchant Dr, Knoxville, TN 37912
32. Store #00304 located at 101 Broadway E, Seattle, WA 98102
33. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
34. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
35. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
36. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
37. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
38. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIFTH AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296424	Date Filed 9/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed Approx. 200	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachments A and B.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
<p align="center">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>  <p>(signature of representative or person making charge)</p> <p align="center">Marina Multhaup, Attorney</p> <p align="center">(Print/type name and title or office, if any)</p> <p>Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle WA 98119</u></p>		Tel. No. (206) 257-6001	
		Office, if any, Cell No.	
		Fax No. (206) 378-4132	
		e-mail multhaup@workerlaw.com	
Date <u>09/16/2022</u>			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; and 2) not providing a single bargaining date to begin negotiations despite repeated requests.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

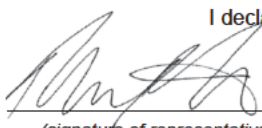
1. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
2. Store #22591 located at 1395 University St, Eugene, OR 97403
3. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
4. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
5. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
6. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
7. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
8. Store #00469 located at 555 Oak St., Portland, OR 97204
9. Store #50363 located at 525 Grand Ave Portland, OR 97232
10. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
11. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
12. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
13. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
14. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
15. Store #00304 located at 101 Broadway E, Seattle, WA 98102
16. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
17. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
18. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
19. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
20. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
21. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SIXTH AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	19-CA-296424
Date Filed	10/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed Approx. 200	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachments A and B.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
<p align="center">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>  <p>(signature of representative or person making charge)</p> <p align="center">Marina Multhaup, Attorney</p> <p align="center">(Print/type name and title or office, if any)</p> <p>Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle, WA 98119</u></p>		Tel. No. (206) 257-6001	
		Office, if any, Cell No.	
		Fax No. (206) 378-4132	
		e-mail multhaup@workerlaw.com	
Date <u>10/27/2022</u>			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union, and 2) not providing bargaining dates at all and/or in a timely manner thus unlawfully delaying the collective bargaining process.

ATTACHMENT B

1. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
2. Store #22591 located at 1395 University St, Eugene, OR 97403
3. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
4. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
5. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
6. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
7. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
8. Store #00469 located at 555 Oak St., Portland, OR 97204
9. Store #50363 located at 525 Grand Ave Portland, OR 97232
10. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
11. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
12. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
13. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
14. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
15. Store #00304 located at 101 Broadway E, Seattle, WA 98102
16. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
17. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
18. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
19. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
20. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
21. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-296437

Date Filed
5/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Advanced Life Systems Yakima		b. Tel. No. 509-574-8444
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2106 W Washington Ave #3 Yakima, WA 98903	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7) @advancedlivesystems.cc
		h. Number of workers employed 50+/-
i. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	j. Identify principal product or service Ambulance transport	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the Employer has unilaterally imposed a collective bargaining agreement prior to reaching impasse with the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Association of EMT's and Paramedics, Local R12-509

4a. Address (Street and number, city, state, and ZIP code) 159 Burgin Parkway Quincy, MA 02169	4b. Tel. No. 203-371-6170
	4c. Cell No. 860-230-5874
	4d. Fax No. 203-371-6378
	4e. e-Mail dhall@nage.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) National Association of Government Employees, SEIU Local 5000

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Douglas A Hall, Lead Counsel
(Print/type name and title or office, if any)

Tel. No. 860-230-5874

Office, if any, Cell No.

Fax No. 203-371-6378

e-Mail
dhall@nage.org

Address NAGE/IAEP 3510 Main Street Bridgeport, CT 06606

05/25/2022
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case
19-CA-296437

Date Filed
~~5/25/2022~~ 11/3/2022

INSTRUCTIONS:

1st Amended

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Advanced Life Systems d/b/a ALS and Metro West Ambulance Service, Inc., a single and/or joint employer		b. Tel. No. 509-574-8444
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2106 W Washington Ave #3 Yakima, WA 98903	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7) @advancedlifesystems.cc
		h. Number of workers employed 50+/-
i. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	j. Identify principal product or service Ambulance transport	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the Employer has unilaterally imposed a collective bargaining agreement prior to reaching impasse with the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Association of EMT's and Paramedics, Local R12-509

4a. Address (Street and number, city, state, and ZIP code) 159 Burgin Parkway Quincy, MA 02169	4b. Tel. No. 203-371-6170
	4c. Cell No. 860-230-5874
	4d. Fax No. 203-371-6378
	4e. e-Mail dhall@nage.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) National Association of Government Employees, SEIU Local 5000

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Douglas A Hall Douglas A Hall, Lead Counsel
(signature of representative or person making charge) (Print/type name and title or office, if any)

Tel. No. 860-230-5874
Office, if any, Cell No.
Fax No. 203-371-6378
e-Mail
dhall@nage.org

Address NAGE/IAEP 3510 Main Street Bridgeport, CT 06606

11/3/22
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER


DO NOT WRITE IN THIS SPACE

Case
19-CA-296605

Date Filed
5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Albertson's		b. Tel. No. 425-455-6444	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations Corporate: Albertson's/Safeway-Seattle & Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005		e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@safeway.com, (b) (6), (b) (7)(C)	
		g. e-Mail	
		h. Number of workers employed 1000 plus	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer		j. Identify principal product or service groceries and general merchandise	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named employer has bargained in bad faith by failing to implement wage increases negotiated in a successor contract and failing to disclose a material fact in bargaining concerning when it intended to implement those wage increases. Also within the last six months, the above-named employer has bargained in bad faith by failing to respond to the Union's information requests concerning health and safety matters.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367			
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas		4b. Tel. No. 253-589-0367	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail mcardenas@ufcw367.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  James G. McGuinness (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. 253-528-0278	
		Office, if any, Cell No.	
		Fax No. 253-528-0276	
		e-Mail 406-300-2072	
Address 4218 227th Ave. Ct. East, Buckley, WA 99321		5-26-2022 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

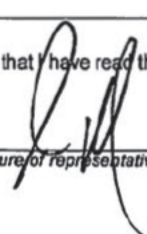
UNITED STATES OF AMERICA AMENDED
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-296605Date Filed
6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Albertson's	b. Tel. No. 425-455-6444
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations Corporate: Albertson's/Safeway-Seattle & Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@safeway.com, (b) (6), (b) (7)(C)
	g. e-Mail
	h. Number of workers employed 1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named employer has bargained in bad faith by failing to implement wage increases negotiated in a successor contract and failing to disclose a material fact in bargaining concerning when it intended to implement those wage increases.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367	
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas	4b. Tel. No. 253-589-0367
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail mcardenas@ufcw367.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	James G. McGuinness (Print/type name and title or office, if any)
4218 227th Ave. Ct. East, Buckley, WA 99321	6-22-2022 (date)
Tel. No. 253-528-0278	
Office, if any, Cell No.	
Fax No. 253-528-0276	
e-Mail 406-300-2072	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512


DO NOT WRITE IN THIS SPACE

Case
19-CA-296610

Date Filed
5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Safeway Inc.		b. Tel. No. 425-455-6444	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations Corporate: Albertson's/Safeway-Seattle & Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005		e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@safeway.com, (b) (6), (b) (7)(C)	
g. e-Mail		h. Number of workers employed 1000 plus	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer		j. Identify principal product or service groceries and general merchandise	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the last six months, the above-named employer has bargained in bad faith by failing to implement wage increases negotiated in a successor contract and failing to disclose a material fact in bargaining concerning when it intended to implement those wage increases.			
Also within the last six months, the above-named employer has bargained in bad faith by failing to respond to the Union's information requests concerning health and safety matters.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367			
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas		4b. Tel. No. 253-589-0367	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail mcardenas@ufcw367.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 253-528-0278	
By  (signature of representative or person making charge)		Office, if any, Cell No.	
James G. McGuinness (Print/type name and title or office, if any)		Fax No. 253-528-0276	
4218 227th Ave. Ct. East, Buckley, WA 99321		e-Mail 406-300-2072	
Address _____		6 5-23-2022 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA AMENDED
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

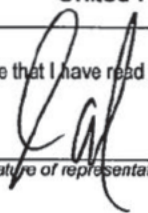
DO NOT WRITE IN THIS SPACE

Case
19-CA-296610

Date Filed
6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Safeway Inc.	b. Tel. No. 425-455-6444
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations Corporate: Albertson's/Safeway-Seattle & Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@safeway.com, (b) (6), (b) (7)(C)
	g. e-Mail
	h. Number of workers employed 1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named employer has bargained in bad faith by failing to implement wage increases negotiated in a successor contract and failing to disclose a material fact in bargaining concerning when it intended to implement those wage increases.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367	
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas	4b. Tel. No. 253-589-0367
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail mcardenas@ufcw367.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	James G. McGuinness (Print/type name and title or office, if any)
4218 227th Ave. Ct. East, Buckley, WA 99321	
6-22-2022 (date)	
Tel. No. 253-528-0278	
Office, if any, Cell No.	
Fax No. 253-528-0276	
e-Mail 406-300-2072	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

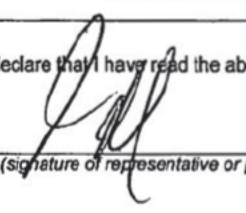
DO NOT WRITE IN THIS SPACE

Case
19-CA-296612

Date Filed
5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Quality Food Centers		b. Tel. No. 425-455-3761	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 10116 NE 8th Street, Bellevue, WA 98004		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-Mail (b) (6), (b) (7)(C)@qfci.com	
		h. Number of workers employed 1000 plus	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer		j. Identify principal product or service Food and General Merchandise	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named employer has bargained in bad faith by failing to respond to a Union information request involving health and safety conditions.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367			
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas		4b. Tel. No. 253-589-0367	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail mcardenas@ufcw367.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  James G. McGuinness (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. 253-528-0278	
		Office, if any, Cell No.	
		Fax No. 253-528-0276	
		e-Mail 406-300-2072	
Address 4218 227th Ave. Ct. East, Buckley, WA 99321		5-25-2022 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case
19-CA-296621

Date Filed
5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fred Meyer Stores		b. Tel. No. 503-232-8844
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) P.O. Box 42121, Portland, OR 97242-0121	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@fredmeyer.com
		h. Number of workers employed 1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

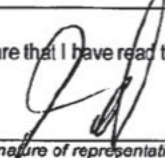
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above-named employer has bargained in bad faith by failing to respond to a Union information request involving health and safety conditions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers Union, Local No. 367

4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas	4b. Tel. No. 253-589-0367
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail mcardenas@ufcw367.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 253-528-0278
By  (signature of representative or person making charge)	James G. McGuinness (Print/type name and title or office, if any)	Office, if any, Cell No.
		Fax No. 253-528-0276
Address 4218 227th Ave. Ct. East, Buckley, WA 99321		e-Mail 406-300-2072
		5-25-2022 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296626	Date Filed 5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. 206-654-3100
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @SeattleArtMuseum.org
		h. Number of workers employed 325
i. Type of Establishment (factory, mine, wholesaler, etc.) Non-Profit Art Institution	j. Identify principal product or service Non-Profit Art Institution	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8a1, 8a5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Following precedent set by Joy Silk Case; Refusing to recognize or commit to recognizing union after majority card check, valid showing of interest under IUPAT petition, and valid showing of interest as independent union. Disparagement (implying futility of selecting a bargaining representative). Then, once independent petition for election employer's insistence on seeking extension after extension, unavailability of witnesses for hearing, raising challenges it ultimately withdrew, insisting on in-person election. Refusal to bargain with bargaining representative who has majority support; emailing unit to say the museum would only recognize union if true majority of bargaining unit participates in voting, even if majority of those who voted vote yes; interference in exercise of protected rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail

Address

(b) (6), (b) (7)(C)

Date

5/26/22

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

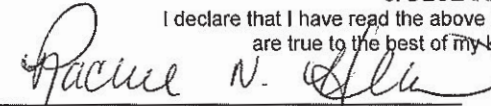
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296627	Date Filed 5-27-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer American Eagle Protective Services Corporation (AEPS)	b. Tel. No. 512-501-7830
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 902 Crystal Falls Parkway Leander, TX 78641	e. Employer Representative Jacob Stone, General Counsel
	g. e-mail jstone@aepscorp.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Naval base	j. Identify principal product or service Security
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Beginning on or about January 1, 2022, and continuing to date, the Employer has unilaterally reduced employees' working hours at its Silverdale, Washington worksite.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local 5</p>	
4a. Address (Street and number, city, state, and ZIP code) 25510 Kelly Rd. Roseville, MI 48066	4b. Tel. No. 586-772-7250
	4c. Cell No.
	4d. Fax No. 586-772-9644
	4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Union, Security, Police and Fire Professionals of America (SPFPA)</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Rachel N. Helton</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p>	
<p>Tel. No. 313-964-5600</p>	
<p>Office, if any, Cell No.</p>	
<p>Fax No. 313-964-2125</p>	
<p>e-mail rachel@unionlaw.net</p>	
<p>Address 28 W. Adams, Ste. 300, Detroit, MI 48226 Date May 27, 2022</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-296628

Date Filed
5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave Seattle, WA 98101	e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@seattleartmuseum.org
		h. Number of workers employed ~347
i. Type of Establishment (factory, mine, wholesaler, etc.) Museum	j. Identify principal product or service Art and Recreation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

At an investigatory interview on (b) (6), (b) (7)(C) 2022, employee (b) (6), (b) (7)(C) asked for a union representative to be present, as established by the Supreme Court in 1975 and commonly referred to as "Weingarten Right." The employer's (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) denied (b) (6), (b) (7)(C) request on the grounds that (b) (6), (b) (7)(C) was not in a union, despite (b) (6), (b) (7)(C) involvement in the ongoing unionization efforts of the SAM VSO Union. The employer did not terminate the interview and continued to ask (b) (6), (b) (7)(C) questions. (b) (6), (b) (7)(C) was terminated at a later meeting. (b) (6), (b) (7)(C)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 5-26-2022

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296629	Date Filed 5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave Seattle, WA. 98101.	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@seattleartmuseum.org
		h. Number of workers employed 347
i. Type of Establishment (factory, mine, wholesaler, etc.) Art museum	j. Identify principal product or service Recreation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- Coercive interrogation: questioning individuals concerning organizing and demands to see union communications to prove innocence.
- Increased surveillance in the workplace in order to discourage union: (b) (6), (b) (7)(C) habit of frequently walking the galleries and staring at VSOs; management's practice of following organizers around in order to prevent them from confidently discussing the union.
- Threats of intimidation via the NLRB's subpoena process: Submitting facially unlawful subpoena duces tecum requests to create the impression that the employer was entitled to records of contacts with organizers, attendance at union meetings, etc.
- Implying voluntary recognition was predicated on non-use of economic weapons: retaliation for protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

5/26

Address

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

AMENDED
INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296629	8/8/2022

F e an or g na w th NLRB Reg ona D rector for the reg on n wh ch the a eged unfa r abor pract ce occurred or s occur ng.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum	b. Tele. No. (206)654-3100 c. Ce. No. (b) (6), (b) (7)(C)
d. Address (Street city state and ZIP code) 1300 1st Ave, Seattle, WA 98101-2003	e. Employer Representative (b) (6), (b) (7)(C) f. Fax No. (206)626-0454 g. e ma @seattleartmuseum.org h. Number of Workers Employed
i. Type of Establishment (factory mine wholesaler etc.) Art Museum	j. Identify Principal Product or Service Recreation

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Threats of intimidation via the NLRB's subpoena process: Submitting facially unlawful subpoena duces tecum requests to create the impression that the Employer was entitled to records of contacts with organizers, attendance at union meetings, etc.
 Implying voluntary recognition was predicated on non-use of economic weapons: retaliation for protected concerted activities.

3. Full name of party filing charge (if labor organization give full name including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number city state and ZIP code)

(b) (6), (b) (7)(C)

4b. Tele. No.

(b) (6), (b) (7)(C)

4c. Ce. No.

4d. Fax No.

4e. e ma

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

(Print/type name and title or office if any)

Date:

Tele. No.

(b) (6), (b) (7)(C)

Office, if any, Ce. No.

Fax No.

e ma

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-296631

Date Filed

5/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. +1 (206) 654-3100
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave Seattle, WA 98101 United States	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail [REDACTED]@seattleartmuseum.org
i. Type of Establishment (factory, mine, wholesaler, etc.) art museum	j. Identify principal product or service art museum	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

h
8a3 within the previous 6 months the employer restructured in response to PCA
Rollout of restructure on 1/27 and 2/8 after initial petition filed 1/14;

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in, when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

argue)

(I print type name and title of office, if any)

(b) (6), (b) (7)(C)

Address

Date

5/26/21

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-296691

Date Filed

5/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, it denied workers a promotion in retaliation for exercising their rights under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Michael White, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 05/27/2022

Tel. No.

(206) 257-6032

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

white@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296691	Date Filed 5/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act when, among other things, it denied Katie McCoy and Alyssa Boldt a promotion in retaliation for exercising their rights under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United


4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.


(signature of representative or person making charge)
**Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119**

Michael White, Attorney
(Print/type name and title or office, if any)

Date **05/31/2022**

Tel. No. (206) 257-6032
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail white@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

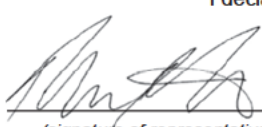
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296691	Date Filed 9/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed Approx. 24	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the last six months, the Employer violated the Act when, among other things, it denied Katie McCoy a promotion in retaliation for exercising their rights under the Act.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Tel. No. (206) 257-6001	
		Office, if any, Cell No.	
		Fax No. (206) 378-4132	
		e-mail multhaup@workerlaw.com	
		Date 09/16/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296712	Date Filed 5/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer St. Michael Medical Center (Virginia Mason Franciscan Health)	b. Tel. No. 253.426.4464
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1800 Northwest Myhre Road Silverdale, WA 98383	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@chifranciscan.org
	h. Number of workers employed 650
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center	j. Identify principal product or service Healthcare
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six months, the above named Employer interfered with, restrained, and coerced employees in the exercise of rights guaranteed by Section 7 of the act by demanding employees cease distributing pro-union information and leaflets on the threat of discipline.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 3000	
4a. Address (Street and number, city, state, and ZIP code) 5030 First Avenue South, Suite 200 Seattle, WA 98134	4b. Tel. No.
	4c. Cell No. (253) 249-8859
	4d. Fax No. (206) 436-6700
	4e. e-mail dbarnes@ufcw21.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
David Barnes, Bargaining Director	
(signature of representative or person making charge)	
(Print/type name and title or office, if any)	
Address 5030 First Avenue South, Suite 200 Seattle, WA 98134 Date 05/30/2022	
Tel. No.	
Office, if any, Cell No. (253) 249-8859	
Fax No. (206) 436-6700	
e-mail dbarnes@ufcw21.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-296731

Date Filed

5/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Cellco Partnership d/b/a Verizon Wireless

b. Tel. No.

(800) 621-9900

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

1405 SE Everett Mall Way

Everett, WA 98208

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@verizon.com

19230 Alderwood Mall Parkway

Lynwood, WA 98036

h. Number of workers employed

20

i. Type of Establishment (factory, mine, wholesaler, etc.)
Telecommunications Providerj. Identify principal product or service
Telecommunications Services

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Verizon Wireless violated (b) (6), (b) (7)(C) Section 7 rights on or about (b) (6), (b) (7)(C) 2022 when (b) (6), (b) (7)(C) refused to end an investigatory interview despite repeated requests for a union representative.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Communications Workers of America, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code)

8085 E Prentice Avenue

Greenwood Village, CO 80111

4b. Tel. No.

(303) 770-2822

4c. Cell No.

4d. Fax No.

4e. e-mail

kromich@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Communications Workers of America, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

William R. Reinken, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

(303) 721-7399

Office, if any, Cell No.

Fax No.

e-mail

wreinken@cwa-union.org

Address 8085 E Prentice Ave, Greenwood Village, CO 80111

Date 5/31/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-296735Date Filed
5/31/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Par-Pacific		b. Tel. No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 3808 North Sullivan Road Building N-15, #106 Spokane Valley, WA 99216		c. (b) (6), (b) (7)(C)
e. Employer Representative (b) (6), (b) (7)(C) PAR PACIFIC		f. Fax No.
g. e-Mail (b) (6), (b) (7)(C)@parpacific.com		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Gas Station	j. Identify principal product or service Gasoline and Food items	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past 6 months, the Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights by its actions including implementing a rule prohibiting some employees from wearing hats while working in certain areas, including hats with union messages, while allowing other employees that work in different areas to wear hats.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

I declare (b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature)

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

5/25/22
(date)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

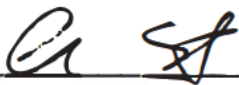
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296780	5-27-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Fremont Stash, LLC d/b/a Fremont Lux	(b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 4465 Fremont Ave N, Seattle, WA 98103	(b) (6), (b) (7)(C) entative @luxpotshop.com (b) (6), (b) (7)(C) e-mail @luxpotshop.com
	h. Number of workers employed 10
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Retail	j. Identify principal product or service Cannabis sales
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer violated the Act by discriminating and retaliating against employees supportive of the Union's organizing efforts by cutting hours and/or terminating employment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union Local 3000	
4a. Address (Street and number, city, state, and ZIP code) Attn: Nico Montanero 5030 1st Ave S., Suite 200 Seattle, WA 98134	4b. Tel. No. (206) 413-8397
	4c. Cell No.
	4d. Fax No.
	4e. e-mail nmontero@ufcw21.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Aaron Streepy, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (253) 528-0277	
Office, if any, Cell No.	
Fax No.	
e-mail aaron@mcguinnessstreepy.com	
Address 4218 227th Ave Ct East, Buckley, WA 98321 Date 5-27-22	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-295196	5/4/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Teamsters Local 760		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 1211 West Lincoln Yakima, WA 98902		d. Tel. No. 509-452-7194	e. Cell No.
		f. Fax No. 509-453-7354	
		g. e-mail (b) (6), (b) (7)(C)@teamsters760.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above-named labor organization violated Section 8(b)(1)(A) of Act by failing to represent employee (b) (6), (b) (7)(C) with respect to terminations from about (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) 2021 and (b) (6), (b) (7)(C) 2021 by failing to process grievances on (b) (6), (b) (7)(C) behalf and/or for refusing to process the grievance(s) to arbitration and for doing so for reasons that are arbitrary, discriminatory, and/or in bad faith.			
3. Name of Employer John I. Haas, Inc.		4a. Tel. No. 509-469-4000	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 1716 Gordon Rd. Yakima, WA 98901		6. Employer representative to contact Brice Hyatt, Plant Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) distributor		8. Identify principal product or service distributor	
		9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C) an individual			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) my knowledge and belief. (b) (6), (b) (7)(C) an individual (Print/type name and title or office, if any) Address (b) (6), (b) (7)(C) Date 5-4-22 Tel. No. Cell No. (b) (6), (b) (7)(C) Fax No. e-mail (b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-295571	Date Filed 5/10/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Teamsters Local 174		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) Teamsters 174 14675 Interurban Avenue South Ste 303 Tukwila, WA 98168		d. Tel. No. 206.441.6060	e. Cell No.
		f. Fax No. 206.441.4853	g. e-Mail (b) (6), (b) (7)(C)@JC28.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(A), 8(b)(1)(B), and 8(b)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the last six (6) months, the above-named Union has engaged in mass picketing and blocking ingress and egress from the Employer's facilities interfering with the rights of working employees. Furthermore, the Union has engaged in intimidation of working employees who crossed picket lines. The Union's conduct included making vile, racist, sexist, harassing statements causing the working employees to fear injury or retribution by making obscene and sexual suggestions. Such conduct has caused irreparable mental anguish (on and off the job), and fear of working even post-strike such that medication is required. The Union has interfered with the employees Section 7 rights to support or not support a union.			
3. Name of Employer Gary Merlino Construction Co., Inc.		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) Seattle WA		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related	8. Identify principal product or service Construction Related	9. Number of workers employed Aprox 250	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. 206.623.5155	b. Cell No.
		11b. Fax No. 206.374.2143	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)			
I declare that the facts herein are true to the best of my knowledge and belief. By _____ (Signature) (Print/type name and title or office, if any) Employee		Tel. No. 206.623.5155	
		Cell No.	
		Fax No. 206.374.2143	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)@braunconsulting.com	
		(date) May 10, 2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-295674	Date Filed 5/11/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Protec-17		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2900 Eastlake Ave E Suite 300 WA Seattle 98102		d. Tel. No. (800) 783-0017	e. Cell No.
		f. Fax No.	g. e-Mail [REDACTED]@protec17.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer City of Seattle Department of Transportation		4a. Tel. No. (206) 684-7623	b. Cell No.
		c. Fax No.	d. e-Mail kristen.simpson@seattle.gov
5. Location of plant involved (street, city, state and ZIP code) PO BOX 34996 WA Seattle 98124-4996		6. Employer representative to contact Kristen Simpson	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (_____ representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 05/11/2022 03:41:52 PM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-295682	Date Filed 5/11/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Teamsters Local 174		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) Teamsters 174 14675 Interurban Avenue South Ste 303 Tukwila, WA 98168		d. Tel. No. 206.441.6060	e. Cell No.
		f. Fax No. 206.441.4853	g. e-Mail (b) (6), (b) (7)(C) @JIC28.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(A), 8(b)(1)(B), and 8(b)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six (6) months, the above-named Union has engaged in mass picketing and blocking ingress and egress from the Employer's facilities interfering with the Section 7 rights of working employees. Furthermore, the Union has engaged in intimidation of working employees who crossed picket lines. The Union's conduct included requiring a second initiation fee only to those employees who became "dues only members". The Union offered a substantial cash out of work assistance to striking employees but only if employees would renounce their Section 7 rights thereby discriminating unlawfully against some strikers who wished to exercised their Section 7 and creating a "Yellow Dog" contract whereby striking employees receiving payments from the Union must enter into an agreement to waive their Section 7 Rights in the future. The Union has interfered with the employees Section 7 rights to support or not support a union.			
3. Name of Employer Gary Merlino Construction Co., Inc. Glacier Northwest Stoneway Concrete Cadman (Heidelberg Cement) Salmon Bay Sand and Gravel		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) King, Pierce and Snohomish Counties in Washington USA		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related	8. Identify principal product or service Construction Related	9. Number of workers employed Approx 250	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. 206.623.5155	b. Cell No.
		c. Fax No. 206.374.2143	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)		Tel. No. 206.623.5155	
(b) (6), (b) (7)(C)		Cell No.	
(b) (6), (b) (7)(C)		Fax No. 206.374.2143	
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C) @braunconsulting.com	
On behalf of all impacted employees (b) (6), (b) (7)(C)			
Address (b) (6), (b) (7)(C)		(date) May 11, 2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-296049	5/18/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name IBEW Local 191		b. Union Representative In Contact (b) (6), (b) (7)(C)	
c. Address 27 N. Chelan Ave., Wenatchee, WA 98801		d. Tel. No. (509)863-1163	e.e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C) @ibew191.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2021, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing and/or delaying in the processing of a grievance for (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination from employment for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Stetner Electrical Group		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail kgonzales@stetner.com
5. Location of Plant involved (street, city, state, and ZIP code) 840 F St. SW, PO Box 1750, Quincy, WA 98848		6. Employer representative to contact Kasey Gonzales HR Representative	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Electrical Contracting	9. Number of Workers employed 300	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 5/18/22	Fax No.
			e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296268	Date Filed 5/23/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Steel Workers 9241		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3647 NW Byron St WA silverdale 98383		d. Tel. No. (360) 698-3190	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A),(3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Skookum Educational Services		4a. Tel. No. (360) 475-0756	b. Cell No.
		c. Fax No.	d. e-Mail Jeff.Doloven@skookum.org
5. Location of plant involved (street, city, state and ZIP code) 4525 Auro Center Way WA Bremerton 98312		6. Employer representative to contact Jeff doloven	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (s _____ representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 05/23/2022 12:10:05 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		19-CB-296443	5/24/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Northwest Carpenters Union		b. Union Representative to Contact I have not been told who my Union Representative is. Please contact (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)	
c. Address 25120 Pacific Hwy S #200 Kent, WA 98032		d. Tel. No. (253) 945-8800	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@nwcarpenters.org (b) (6), (b) (7)(C)@carpenters.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>A complaint was presented to me on (b) (6), (b) (7)(C) /22 by (b) (6), (b) (7)(C) of Local 41. (b) (6), (b) (7)(C) of Local 816 filed a complaint on (b) (6), (b) (7)(C) /22. (b) (6), (b) (7)(C) complaint states I cause a hostile work environment, I throw the mail on the counter, and I slam the door. (b) (6), (b) (7)(C) Union Representative (b) (6), (b) (7)(C) of OPEIU Local 8 emailed (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) /22, stating "my behavior has not changed", and the next course of action is to file a grievance against me, involve the local authorizes, and file a restraining order. I was NEVER notified (b) (6), (b) (7)(C) had an issue with me. I was told on Friday (b) (6), (b) (7)(C) is in fear of (b) (6), (b) (7)(C) life. Within the previous six months, the above-named labor organization has failed to keep (b) (6), (b) (7)(C) apprised of the status of grievances. There is a conflict of interest as (b) (6), (b) (7)(C) is (b) (6), (b) (7)(C) at the Carpenters Council, (b) (6), (b) (7)(C) is also one of (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C). The allegations against me are very serious, and the course of action they want to take is too. Within the previous six months, the above-named labor organization has failed in its duty to fairly represent (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith. I'm completely appalled that my (b) (6), (b) (7)(C) was notified of the "situation". I sent an email to (b) (6), (b) (7)(C) request the name of my Union Representative. It's been 48 hours and they've yet to respond. I haven't even received an email stating they are in receipt of my email and will follow up with my request.</p>			
3. Name of Employer UBC Local 41		4a. Tel. No. 425-277-4139	4b. Cell No.
		4c. Fax No.	4d. e-Mail 41@northwestcarpenters.org (b) (6), (b) (7)(C) the local's primary email The local's other email belongs to the Bookkeeper: 41bkkpr@northwestcarpenters.org Financial Secretary's email is: jimmy.haun1@gmail.com
5. Location of Plant involved (street, city, state, and ZIP code) 231 Burnett Ave. N. Suite B, Renton, WA 98057		6. Employer representative to contact James Haun Financial Secretary	
7. Type of Establishment (factory, mine, wholesaler) Union	8. Principal product or service Representational Services	9. Number of Workers employed 2	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)		Tel No.
(signature or representative of person making charge)	(b) (6), (b) (7)(C) Print/type name and title or office, if any	(b) (6), (b) (7)(C) Cell No. 7
Address: (b) (6), (b) (7)(C)	Date: 5/24/22	Fax No.
		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296446	Date Filed 5/25/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UFCW3000		b. Union Representative to contact (b) (6), (b) (7)(C) Title: not available	
c. Address (Street, city, state, and ZIP code) 2805 N Market Street WA Spokane 99207		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@ufcw21.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A),(1)(A), (2) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Providence Centralia Hospital		4a. Tel. No. (360) 330-8962	b. Cell No.
		c. Fax No.	d. e-Mail Patrick.Dorsey@providence.org
5. Location of plant involved (street, city, state and ZIP code) 914 S Scheuber Rd WA Centralia 98531		6. Employer representative to contact Patrick Dorsey	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 05/25/2022 07:41:43 AM		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring nonmembers to pay dues and fees that are not related to representational activities.

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by causing the employer to discriminate against an employee(s) in retaliation for failing to pay union dues.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296447	Date Filed 5/24/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Laborers Local 238		b. Union Representative to contact (b) (6), (b) (7)(C) Title:	
c. Address (Street, city, state, and ZIP code) 1330 N Calispel St WA Spokane 99201		d. Tel. No. (509) 328-6660	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Affordable Custom Cabinets		4a. Tel. No. (509) 928-7645	b. Cell No.
		c. Fax No.	d. e-Mail will@affordablecustomcabs.com
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027			6. Employer representative to contact Will
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (s _____ representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 05/24/2022 07:34:59 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**

Case

19-CB-296549

Date Filed

5/26/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name TEAMSTERS UNION LOCAL 760	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 1211 W. LINCLON AVENUE YAKIMA, WA 98902	d. Tel. No. (509) 452-7194	e. Cell No.
	f. Fax. No. (509) 452-7354	
	g. e-mail (b) (6), (b) (7)(C)@teamsters760.org	

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) SECTION 8 (b) (1) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
THE TEAMSTERS UNION LOCAL 760 HAS BREACHED THEIR DUTY OF EQUAL REPRESENTATION. The union has been negligent in failing to provide the required support to develop a functional union unit within the radio employees. We have a union contract but that is it. We have no job steward, we have had no union meetings or training, not even on how to properly fill out a grievance! The union is acting in bad faith and making arbitrary decisions by being selective from whom and which types of grievances they will process and provide no written explanations for their actions. On (b) (6), (b) (7)(C), 2022, I filed a (b) (6) grievance with (b) (6), (b) (7)(C) and (b) (6) grievance was processed but mine was not because I was forced to leave because of (b) (6), (b) (7)(C) and the unsafe work conditions. ALL OF WHICH BENEFITS THE EMPLOYER AND (b) (6), (b) (7)(C) THAT IS CAUSING LABOR PROBLEMS.

3. Name of Employer NORTHWEST COMMUNITIES' EDUCATION CENTER, A SUBSIDIARY OF SEA-MAR COMMUNITIES HEALTH CLINICS 1040 S. HENDERSON STREET, SEATTLE, WA 98108	4a. Tel. No. (206) 763-5277	b. Cell No.	c. Fax No. (206) 788-3204
	d. e-mail mikeleong@seamarchc.org		
5. Location of plant involved (street, city, state and ZIP code) 121 SUNNYSIDE AVENUE GRANGER, WA 98923	6. Employer representative to contact M. LEONG, SENIOR VICE PRESIDENT, LEGAL AND CORPORATE AFFAIRS		
7. Type of establishment (factory, mine, wholesaler, etc.) PUBLIC RADIO STATION & COMMUNITY CENTER	8. Identify principal product or service NEWS/INFO/EDUCATION/ENTERTAIN	9. Number of workers employed 20 PLUS	

10. Full name of party filing charge
(b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)	c. Fax No.
	d. e-mail (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative of person making charge)

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date MAY 22, 2022

Tel. No.

Cell No.

Fax No.

e-mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296684	Date Filed 5/27/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Washington State Nurses Association		b. Union Representative to contact Timothy Sears Title: Chief General Counsel	
c. Address (Street, city, state, and ZIP code) 575 Andover Park West Suite 101 WA Seattle 98188		d. Tel. No. (206) 575-7979	e. Cell No.
		f. Fax No.	g. e-Mail tsears@wsna.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer PeaceHealth Southwest		4a. Tel. No. (360) 606-0548	b. Cell No.
		c. Fax No.	d. e-Mail mswartout@peacehealth.org
5. Location of plant involved (street, city, state and ZIP code) 400 NE Mother Joseph Pl WA VANCOUVER 98664			6. Employer representative to contact Miriam Swartout
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (_____) representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 05/27/2022 01:08:20 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296727	Date Filed 5/31/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name TEAMSTERS UNION LOCAL 760		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 1211 W. LINCLON AVENUE YAKIMA, WA 98902		d. Tel. No. (509) 452-7194	e. Cell No.
		f. Fax No. (509) 452-7354	
		g. e-mail (b) (6), (b) (7)(C)@teamsters760.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) SECTION 8 (b) (1) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) THE TEAMSTERS UNION LOCAL 760 HAS BREACHED THEIR DUTY OF EQUAL REPRESENTATION. The union has been negligent in failing to provide the required support to develop a functional union unit within the radio employees. We have a union contract but that is it. We have no job steward, we have had no union meetings or training, not even on how to properly fill out a grievance! The union is acting in bad faith and making arbitrary decisions by being selective from whom and which types of grievances they will process and provide no written explanations for their actions. I have filed a number of grievances which were ignored by the union until (b) (6), (b) (7)(C) when I filed a (b) grievance (b) (6), (b) (7)(C) . My grievance was processed, only after I pressured the union. ALL OF WHICH BENEFITS THE EMPLOYEE AND (b) (6), (b) (7)(C) THAT IS CAUSING LABOR PROBLEMS.			
3. Name of Employer NORTHWEST COMMUNITIES' EDUCATION CENTER, A SUBSIDIARY OF SEA-MAR COMMUNITIES HEALTH CLINICS 1040 S. HENDERSON STREET, SEATTLE, WA 98108		4a. Tel. No. (206) 763-5277	b. Cell No.
		c. Fax No. (206) 788-3204	
		d. e-mail mikeleong@seamarchc.org	
5. Location of plant involved (street, city, state and ZIP code) 121 SUNNYSIDE AVENUE GRANGER, WA 98923		6. Employer representative to contact M. LEONG, SENIOR VICE PRESIDENT, LEGAL AND CORPORATE AFFAIRS	
7. Type of establishment (factory, mine, wholesaler, etc.) PUBLIC RADIO STATION & COMMUNITY CENTER	8. Identify principal product or service NEWS/INFO/EDUCATION/ENTERTAIN	9. Number of workers employed 20 PLUS	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief (b) (6), (b) (7)(C) (signature of representative or person making charge)		Tel. No.	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail	
Date MAY 26, 2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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